

# ethics

Sound principles, good  
global business practice



Russell Corporation was one of the first clothing companies to rigidly enforce its own ethical standards for garment production.

By ensuring its compliance with stringent ethical standards such as Öko-Tex and WRAP, Russell is able to give customers confidence that practices like child labour, unfair work conditions and environmental pollution are not used in the production of any of our garments.

**Russell Europe stands by this commitment.**

[www.russelleurope.com](http://www.russelleurope.com)



# Worldwide Responsible Apparel Production (WRAP)

Russell Corporation is continually working to become one of the first major clothing companies to have its factories fully accredited for the new Worldwide Responsible Apparel Production (WRAP) standard. This completely independent standard will make it much easier for consumers to see which companies are embracing ethical production standards and which ones are not.

By adopting WRAP, ethical manufacturers will be operating to one cohesive and comprehensive code that will be implemented and policed independently - for the benefit of the clothing industry, the environment and, not least, for the protection of locally-employed workers.

WRAP ensures that all Russell Europe garments are produced in accordance with the following 12 major principles:

## Laws and Workplace Regulations

Manufacturers of sewn products will comply with laws and regulations in all locations where they conduct business.

## Prohibition of Forced Labour

Manufacturers of sewn products will not use involuntary or forced labour - indentured, bonded or otherwise.

## Prohibition of Child Labour

Manufacturers of sewn products will not hire any employee under the age of 14, or under the age interfering with compulsory schooling, or under the minimum age established by law, whichever is greater.

## Prohibition of Harassment or Abuse

Manufacturers of sewn products will provide a work environment free of harassment, abuse or corporal punishment in any form.

## Compensation and Benefits

Manufacturers of sewn products will pay at least the minimum total compensation required by local law, including all mandated wages, allowances and benefits.

## Hours of Work

Manufacturers of sewn products will assure that hours worked each day, and days worked each week, shall not exceed the legal limitations of the countries in which apparel is produced. Manufacturers of sewn products will provide at least one day off in every seven-day period, except as required to meet urgent business needs.

## Prohibition of Discrimination

Manufacturers of sewn products will employ, pay, promote, and terminate workers on the basis of their ability to do the job, rather than on the basis of personal characteristics or beliefs.

## Health and Safety

Manufacturers of sewn products will provide a safe and healthy work environment. Where residential housing is provided for workers, apparel manufacturers will provide safe and healthy housing.

## Freedom of Association and Collective Bargaining

Manufacturers of sewn products will recognise and respect the right of employees to exercise their lawful rights of free association and collective bargaining.

## Environment

Manufacturers of sewn products will comply with environmental rules, regulations and standards applicable to their operations, and will observe environmentally conscious practices in all locations where they operate.

## Customs Compliance

Manufacturers of sewn products will comply with applicable customs law and, in particular, will establish and maintain programs to comply with customs laws regarding illegal transshipment of apparel products.

## Drug Interdiction

Manufacturers of sewn products will cooperate with local, national and foreign customs and drug enforcement agencies to guard against illegal shipments of drugs.

# Öko-Tex

How do organisations and individuals, when they are choosing a garment, know it has not resulted in any harm being caused, either to the workers who produced it, or to the environment as a result of its manufacture?



One recognised way is by looking for Öko-Tex approval. Öko-Tex is an internationally recognised testing standard which sets minimum acceptable standards for substances which might be harmful to humans or the environment.

Öko-Tex deals with the 4 major areas of Textile Ecology:

## Disposal Ecology

Tackles problems relating to the disposal of textiles:

- Recovery
- Recycling
- Disposal

## Performance Ecology

Deals with issues concerning textiles when in use; the effects of:

- Washing
- Dry-cleaning
- Care Cycles on the environment.

## Production Ecology

Involves the effects of production processes on man & the environment:

- Operational safety
- Material, water & energy consumption
- Waste water and waste treatment
- Formation of dust
- Excessive noise

## Human Ecology

Addresses the effects of textiles, the chemicals they contain and the health and well-being of the user.